

Missouri Training and Employment Council
Education and Training Committee
Update May 27 2003
Presented to the Strategic Planning Committee

Education and Training Committee Report—John Gaal, Nancy Headrick, Gil Kennon

- John Gaal, Committee Co-Chair, provided some background on the committee. Two meetings have been held, April 27 and May 15, both at CBHE. The three charges given to this committee: Identification of Essential and Technical Skills needed by business and industry; completing the education and training portion of the “State of the Workforce Report” and development of an Education Scorecard. We have over 20 professionals working on this committee representing business/industry and education and training. The initial work started by this committee focused on a PowerPoint documentation produced by the NGA Academy Team at the March 22, 2003 meeting in Washington, DC. This document, “Missouri’s Preliminary Goals and Outcomes” was a scorecard on education developed by the NGA Team. The Education and Training Committee were asked to review this document and make edits/revisions as needed. To accomplish this task the committee members divided into three discussion groups as identified in the original goals and outcome report: Business/Industry needs for qualified (skilled) workers; K-12, the need for students transitioning without remedial education; and Lifelong Learning. Inside your packet of information is the draft PowerPoint revised by the three groups. One spokesperson was identified from each of the three groups to update the Strategic Planning Committee. It is important to note that there was some expected overlap with the three discussion groups.

1. Business/Industry, finding qualified (skilled) candidates—John Gaal (MTEC)

- More communication/feedback is needed between industry/business to education. Education needs to have a better understanding of what the needs are of business/industry. Suggest having business/industry based forums with education acting as an advisory board and providing input in development of the Education Scorecard.
- We need to look at the reward system for educators. Suggest giving continuing education credit for working directly with business/industry. The St. Louis area has a number of boot camps for teachers such as providing carpentry first hand experience for teachers.
- While attending a meeting last week in Washington DC with the Secretary of Labor it was clear that business/industry is adamant on the need to provide short-term training. We need education to partner with business and be able to respond quickly to the needs. There is a great demand and need for just-in-time training.

- We must be able to show evidence of workplace readiness/skills such as through the National Occupational Competency Testing Institute (NOCTI) and technical skills such as Competency Profiles (through DESE) or Work Keys.
- LifeLong Learning must be connected to life long earnings.
- We need to grow our small and medium size business/industry in our state.
- It's essential for us to train/retrain all manufacturing business employees and management in Advanced Manufacturing Techniques.

2. K-16: Connecting students to career opportunities (without remedial education).

Dr. Nancy Headrick (Dept. of Elementary and Secondary Education)

- A sample of one of the Business Competency Profiles was provided the committee. In addition the complete set of business competencies was available for review. A handout listing all vocational education competency profiles available was also provided. There are six competency profile categories: Agricultural Education, Business Education, Family and Consumer Sciences Education, Health Sciences Education, Industrial Education, and Marketing Education. The Education and Training Committee agreed to use the competencies for skill standards.
- A sample was also provided of the NOTCI work readiness skills which Education and Training agreed to use as the base for Essential Skills.
- The Competency Profiles and NOTCI/Work Readiness Skills will be provided to business/industry for their input and acceptance of the standards.
- More professional development of teachers and administrators who do not have a good understanding of the issues connected to sharing career information is needed.
- The Department of Elementary and Secondary Education is currently consulting with an outside marketing firm. From last weeks meeting with the firm it remains unclear as to what business is really saying to education. The issues vary from wanting education to provide graduates with more skills or seeking graduates with strong life skills. Perhaps business/industry wants a combination of both. The primary issue continues to be for stronger communication.
- Articulation agreements exist in some areas, however barrier exist that need to be addressed.
- On the topic of literacy, one issue identified by Education and Training to address, we need to determine a "definition" acceptable. For a student completing high school what must they be able to do? To know? We must also keep in mind the different types of literacy, i.e. ESL students.

3. LifeLong Learning: Connecting adults to lifelong learning opportunities. Gil Kennon (Mineral Area Community College)

- There are successful partnerships between business/industry and education.
- Education needs to recognize training programs as vital and an important skill set. The various apprenticeship programs in our state offer numerous career opportunities.

- Recognize existing or establish new occupational skill standards adopted by CBHE and DESE, validated by business/industry and effectively communicated to education providers and business.
- Articulation of program areas across the state is very important. There are some local agreements in some parts of the state but nothing statewide. We need to reduce course redundancy for students through recognition and implementation of skill standards between institutions.
- Improve and increase access to post-secondary education for all Missourians.
- The State of KY has been mentioned as a best practice but you must keep in mind that the Governor of KY mandated their system, which was tied to their funding.

Other Education and Training Comments—John Gaal

- In regard to the third charge for this committee, producing an Education Scorecard we have identified several issues for consideration: literacy, graduation rate, A+ enrollment, students graduating with certificates (work readiness) and MAP scores. We will look closer at each of these issues over the next few weeks.